



# Los Angeles School Police Department



## Police Officers' Role In The Event of a Work Stoppage

Presented by:  
The Critical Response Team (CRT)



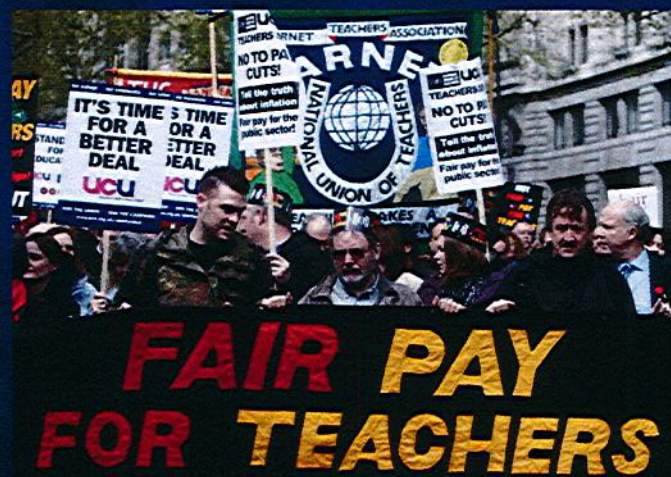
# Our Mission Statement

The mission of the Los Angeles School Police Department is to assist students, teachers, administrators and other staff in providing a safe and tranquil environment in which the educational process can take place.



# What is a work stoppage?

- A temporary stoppage of work by a group of workers to express a grievance or enforce a demand.





# First Amendment

- It is the Los Angeles School Police Department's obligation to protect individual's First Amendment rights, protect lives, maintain order, and protect property.
- First Amendment of the U.S. Constitution protects the right to freedom of religion and freedom of expression from government interference.



# Right to Strike



- Section 7 of the National Labor Relations Act states in part, “Employees shall have the right to... engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.” Strikes are included among the concerted activities protected for employees by this section.
- The lawfulness of a strike may depend on the object, or purpose, of the strike, on its timing, or on the conduct of strikers. The National Labor Relations Board determines what is lawful.



# Government Code

- Sec. 617.003- Prohibition on strikes by public employees
  - (a) Public employees may not strike or engage in an organized work stoppage against the state or a political subdivision of the states.
  - (b) A public employee who violates Subsection (a) forfeits all civil service rights, reemployment rights, and any other rights, benefits, and privileges the employee enjoys as a result of public employment or former public employment.
  - (c) The right of an individual to cease work may not be abridges if the individual is not acting in concert with others in an organized work stoppage.



# UTLA Article VI

- Work Stoppage:
  - 1.0 Apart from and in addition to existing legal restrictions upon and remedies for work stoppages, UTLA agrees to the following:
    - a. Neither UTLA nor its officers or representatives or affiliates shall cause, encourage, condone or participate in any strike, slowdown or other work stoppage during the term of this agreement. In the event of any actual or threatened strike, slowdown or other work stoppage, UTLA and its officers, representatives and affiliates will take all reasonable steps within their control to avert or end the same; and
    - b. Any employee engaging in any strike, slowdown or other work stoppage during the term of this agreement shall be subject to discipline or termination under applicable law.



# Things to Remember

- Any work stoppage at a school site is harmful to the students, parents and the community.
- Any work stoppage creates a District emergency and is stressful to everyone concerned.
- It's the policy of the Board of Education of the LAUSD to continue operation of all schools on a regular basis in the event of a strike or work stoppage.
- Teachers will eventually return to school and we don't want any strained relationships.
- Personnel are expected to remain calm, exercise restraint and be professional.



# Our Responsibilities

- To uphold the law.
- To protect students, parents, employees, public safety and district property.
- To maintain the peace.
- Monitor and enforce traffic flow, “ingress” and “egress” of District sites.
- Work with district personnel to meet District goals as directed by the Chief of Police.



# Police Officers' Role

- Observe:
  - Look out for anyone or anything that can potentially cause a problem and relay information to your team.
    - E.g. : A few protestors trying to incite the crowd.
- Monitor:
  - Look out for anything or anyone causing a problem, take mental notes and relay information to your team and the Supervisor on scene.
    - E.g. : The protestors move from the sidewalk onto traffic, taking over the street, creating a traffic hazard.
- Take action:
  - The team will take action when needed to keep the protestors and the public safe.
    - E.g. : Block streets to keep protestors safe, while also preventing traffic collisions from occurring.
    - E.g. : Removing individual protestors throwing objects, etc., that cause safety concerns.



# Be Prepared

- In the event of a work stoppage, demonstration or civil unrest, officers may be required to work extended hours with minimal breaks. Officers should have the following available items:
  - Required equipment accessible (PR-24 baton, helmet, gas mask, etc.).
  - Appropriate uniform/body armor (Class A, B or C as determined by the Department).
  - Water
  - Food/snacks
  - Prescribed or required medication



# Unlawful Assembly

- At times, Demonstrations may become unlawful. In such circumstances, pursuant to California Penal Code Sections 407 and 409, an assembly may be declared unlawful, and all persons present, including members of the news media, may be lawfully ordered to disperse. The law provides that police officers may use reasonable force to disperse an unlawful assembly and to affect the arrest of violators.
- The Incident Commander will determine the declaration of an unlawful assembly.



# What Do We Do?

- You receive a call of 30 teachers protesting outside of Jefferson High School at 0800 hours. The only staff not protesting is the Principal, the Assistant Principal, the office staff, a few teachers, and the plant manager. The protestors are holding up signs that indicate they are strike for a better contract and pay. The school bell rings for class to start but the teachers remain in place protesting.
- What do we do?





# What if.....

- A peaceful group of protestors outside of school, is now on the street, blocking the flow of vehicle traffic?
- A group of protestors outside of school, start throwing water bottles at substitute teachers and other staff walking into campus?
- The group protesting outside of school, are family and friends of yours. They ask you to join them, what do you do?

***\*Remember our responsibilities!***

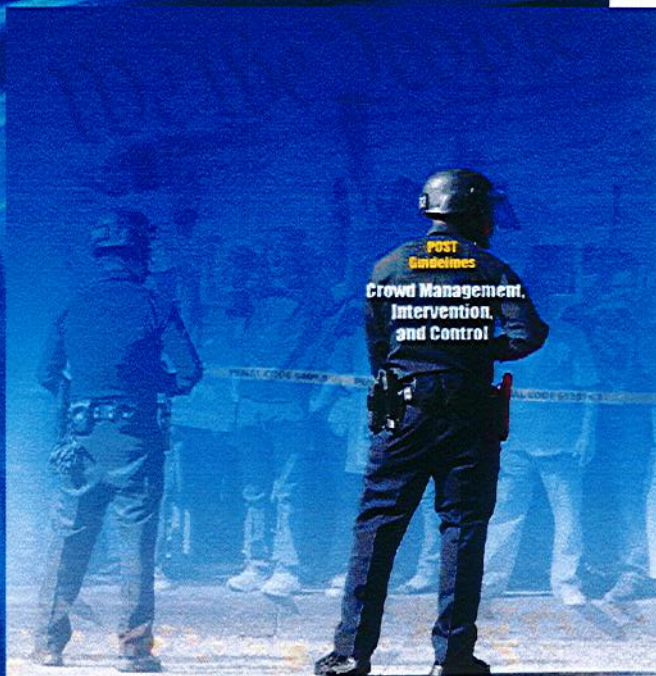


# Reminders

- We work in conjunction with the District, not against.
- We need to be able to move forward peacefully, without animosity, once the work stoppage ends.
- Our primary focus is to keep LAUSD students, teachers, staff, and administrators safe, regardless of their personal beliefs.



# POST Guidelines



CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

POST Guidelines — Crowd Management, Intervention, and Control

## APPENDIX B

## Crowd Management Intervention and Control Strategies

Situation	Law Enforcement Response
<b>Lawful Assembly</b> Free Speech and assembly are protected First Amendment activities: <ul style="list-style-type: none"> <li>Speeches</li> <li>Picketing</li> <li>Marches</li> <li>Public assemblies</li> <li>Demonstrations</li> <li>Protests</li> <li>Rallies</li> <li>Celebratory events</li> </ul>	<b>Use Crowd Management strategies</b> <ul style="list-style-type: none"> <li>Meet with event organizers and stakeholders</li> <li>Determine the history and risk of the group</li> <li>Create a planning team</li> <li>Check permit limitations</li> <li>Develop Incident Action Plan and objectives</li> <li>Identify and assign resources</li> <li>Monitor and assess crowd behavior</li> <li>Separate opposing factions</li> <li>Maintain video log</li> <li>Provide direction and expectations at roll call/briefing</li> <li>Engender facilitation, not confrontation</li> <li>Interact with organizers and gain their cooperation</li> </ul>
<b>Isolated Unlawful Behavior</b> Isolated unlawful activity by individuals or small groups within a crowd should not automatically form the basis for declaring an assembly unlawful. <ul style="list-style-type: none"> <li>Isolated destruction of property</li> <li>Isolated acts of violence</li> <li>Isolated rock or bottle throwers</li> <li>Individual sit-downs or other situations</li> </ul>	<b>Use Crowd Intervention strategies</b> <ul style="list-style-type: none"> <li>Use organizers and monitors to gain voluntary compliance</li> <li>Isolate, arrest and remove law violators as quickly as possible</li> <li>Video actions of officers and law violators</li> <li>Use amplified sound to communicate intent or to gain compliance</li> <li>Use low profile tactics when possible. Don't become the focus of the demonstration</li> <li>When it is not possible to make an immediate arrest, identify and track suspects using cameras, observation posts, an air unit or shadow teams</li> <li>Continue to assess, escalate and de-escalate as behavior changes</li> <li>Don't increase crowd tension or change crowd focus to law enforcement by unnecessary aggressive appearance or behavior</li> </ul>
<b>Unlawful Assembly</b> Assemblies may be dispersed when they are violent, or pose a clear and present danger of violence, or the group is breaking some other law in the process. If a crime is occurring, action may be taken to stop it prior to a Dispersal Order being given. Per Penal Code 4007, two or more persons assemble to: <ul style="list-style-type: none"> <li>Commit an unlawful act or</li> <li>Commit a lawful act in a boisterous or tumultuous manner</li> </ul>	<b>Use Crowd Control strategies</b> <ul style="list-style-type: none"> <li>Seek voluntary compliance</li> <li>Video action of officers and law violators</li> <li>Act quickly</li> <li>Request needed resources</li> <li>Put control forces in place</li> <li>Identify dispersal routes</li> <li>Consider a traffic plan</li> <li>Move media to protected area</li> <li>Use amplified sound to communicate intent to declare an unlawful assembly</li> <li>Disperse unlawful crowd</li> <li>Track and contain groups involved in illegal behavior using cameras, observation posts, shadow teams or air unit</li> <li>Arrest individuals who fail to disperse or who are involved in illegal activity</li> <li>With proper approval, deploy appropriate less lethal munitions to defend officers or to disperse the crowd</li> <li>Ensure only reasonable force</li> <li>Report use of force</li> <li>Restore traffic flow</li> </ul>
<b>Riot</b> Penal Code 4004: (a) Any form of force or violence, disturbing the public peace, or any threat to use force or violence, if accompanied by immediate power of execution, by two or more persons acting together, and without authority of law, is a riot. <ul style="list-style-type: none"> <li>Group violent behavior</li> <li>Group acts of property damage</li> </ul>	<b>Use Crowd Control strategies</b> <ul style="list-style-type: none"> <li>Video actions of officers and law violators</li> <li>Request needed resources</li> <li>Put control forces in place</li> <li>Stop the illegal activity</li> <li>Put a traffic plan in place</li> <li>Track and contain groups involved in illegal behavior using cameras, observation posts, shadow teams or air unit</li> <li>Arrest law violators</li> <li>With proper approval, deploy appropriate less lethal munitions to defend officers or to stop violent behavior or property damage</li> <li>Ensure only reasonable force</li> <li>Report use of force</li> <li>Restore and maintain order</li> <li>Restore traffic flow</li> <li>Discourage groups from forming</li> <li>Protect lives, property, and vital facilities</li> <li>Remain present</li> <li>Reassess the situation</li> <li>Return to normalcy</li> <li>Act quickly</li> </ul>

Note: This table is neither all-inclusive nor limiting.



# Questions?





# Acknowledgements

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